

Department of Theatre and Drama

Salary Setting Criteria and Procedures

The Department of Theatre and Drama at Indiana University Bloomington has four major missions: to provide students with a liberal arts education through the study of theatre and drama; to provide students who have demonstrated talent, skill, and intellectual perception with professional training in theatre and drama; to provide the campus community and citizens of the state of Indiana with an opportunity to experience the performances of live plays; and to provide students and faculty with opportunities to engage in scholarly and creative pursuits that cannot be undertaken in the professional theatre.

The amount of annual salary increment awarded a member of the faculty of the Department of Theatre and Drama is based on the individual's contribution to the Department's missions during the academic year. Contributions can be made in the areas of research/creative activity, teaching, and service (administrative, professional, and public). The significance of each individual's contribution is evaluated by the Faculty Salary Committee with equal weight given to each of the three areas. It should be noted that at Indiana University "faculty growth in competence is expected during the years of employment so that with age and experience the contribution of a faculty member to the success of his or her unit's program is expected to increase to retirement."

The salary increments for the faculty of the Department of Theatre and Drama are set by the Chairperson of the Department based on recommendations made by the Faculty Salary Committee. This committee is composed of four members – one from each departmental area. Faculty serve on the Salary Committee on a rotating basis. The procedure for determining the salary increments is as follows:

- A copy of each full-time faculty member's Faculty Summary Report (without the Chairperson's comments or other confidential statements) is given to the committee members.
- The committee members examine the Faculty Summary Reports and, without consultation, submit separate rankings of each faculty member based on their work in the areas of Creative Activity/Research, Teaching, and Service.
- The Chairperson, using the recommendations of the Faculty Salary Committee, then sets a final salary figure and forwards it to the Dean.